

DD/M&S 73-2166

4 JUN 1973

MEMORANDUM FOR: Mr. W. E. Colby

SUBJECT : The Forgotten Class

REFERENCE : Memo dtd 2 May 73 for Executive Secretary,
Management Committee fr Special Assistant
for Vietnamese Affairs, same subj

Bill:

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1. There are two issues here -- the specific of James [] and the general one of the Forgotten Class as [] uses the term.

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2. In the matter of [] we understand from Bill Broe that he has [] appeal and will support it. On the record as we see it in these papers, we too would support it. There is a strong case that his present predicament results from the away-from-home assignment.

3. As to the general case, the Director has said that rotational assignments should be made out of the top twenty per cent. This would obviate from the start any "turkey farm", i.e., disposal assignments. I would propose that we adopt as a policy that at the time of any assignment away from the parent service the full understanding be reduced to writing with the signatures of the head of the parent service, the head of the component to which assigned, and the individual concerned. The original of the memorandum should be filed with the personnel action in the official Personnel file and copies retained in the gaining and losing office files. Further, these actions should be put on the call-up list for review not less frequently than every two years, at which time either the commitments could be revalidated or amended with the participation of the same three parties. Without attempting to exhaust all possibilities, I would suggest that the assignments could be for training purposes only, with the full intent that they have a fixed duration, with the return of the employee to the

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(2)

parent service predetermined; they could be at a trial assignment with the understanding that, if it were successful both for the employee and the gaining component, a change of Career Service would be effected, sooner perhaps but certainly not later than the agreed time period, and with the further understanding that, should the trial not be successful, the employee not lose his place in the career order of the parent service; or that the assignment be in response to a special or urgent need on the part of the gaining component with the understanding that the assignment was a contribution to the common good by both the individual and his parent service, and with the understanding that when the urgent need was satisfied he would return to the parent service and pick up where he left off.

4. As we know, Harry Fisher provided some information to the Management Advisory Group on past cases of this sort. Out of their study and my proposal above, I would suggest a policy paper be drawn by the Director of Personnel for consideration by the CIA Management Committee and adoption as Agency rotational policy. Since the Inspector General is already involved in trying to match people with vacancies under the current effort at generating rotation, I believe that the procedure I have outlined above should be considered soonest in order that it be applied to the rotational assignments developed under the Inspector General's efforts.

/s/ Harold L. Brownman

HAROLD L. BROWNMEN
Deputy Director
for
Management and Services

Att
Ref Memo

cc: Director of Personnel, w/cy of Att

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